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ARIZONA LABOR MARKET INFORMATION

NEWSLETTER

Vol. XV No. 4
April 1991

Unemployment Rate

Seasonally Adjusted
February*

ARIZONA	–	5.4%
Maricopa Co.	–	4.6
Pima Co.	–	3.8
United States	–	6.5

Consumer Price Index

U.S. – February 1991
Base = 1982-84

Wage Earner/Clerical Worker	–	132.8
% Chg. Year Ago	–	5.1
All Urban	–	134.8
% Chg. Year Ago	–	5.3

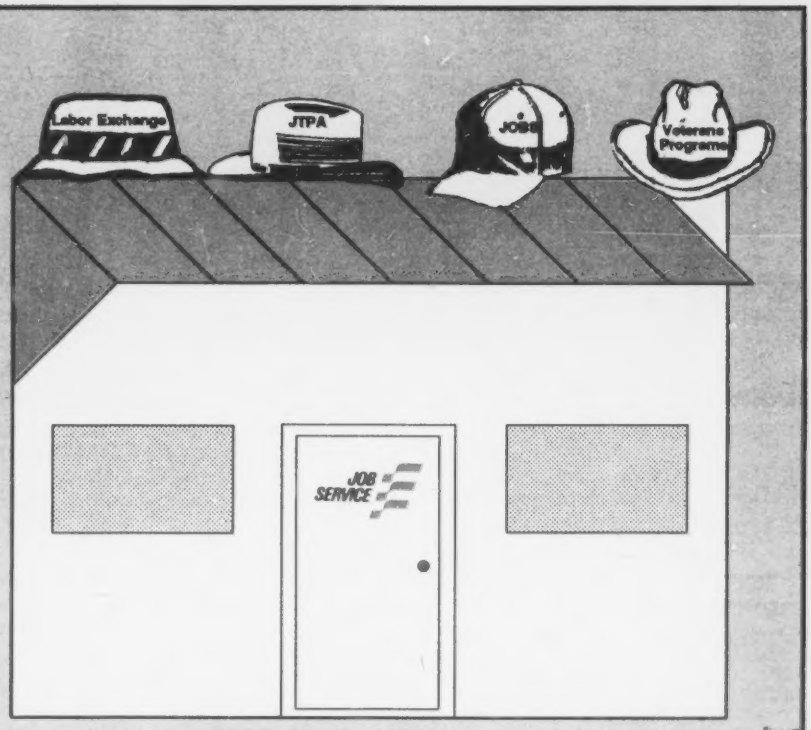
Phoenix – 4th Qtr 1990
Base = 1982-84

All Urban	–	135.3
% Chg. Year Ago	–	5.9

Tucson – 4th Qtr 1990
Base = 1982-84

All Urban	–	133.8
% Chg. Year Ago	–	3.9

* Preliminary



Too Many Hats

Program Additions, Changes Have Blurred Mission of Nation's Employment Service

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Arizona Department of Economic Security
— Moving People Toward Self-Sufficiency

Shifting Gears is Way of Life for Job Service

The following articles are the second half of a two-part series on the changing role of Arizona's Job Service. An article on the Arizona Professional Employment Network appeared in the November 1990 issue of the Arizona LMI Newsletter.

Today's Job Service is comprised of more than 1,700 employment offices located in 50 states and three protectorates. These offices charge no fee to the applicant or the employer and are federally funded through a portion of the unemployment insurance taxes (FUTA) paid directly to the federal government by business owners.

Although the Job Service has a long history of evolving to meet the changing workforce needs of the country, the gradual changes of the past pale in comparison to the accelerating changes that lie ahead. But before discussing the Job Service of today and tomorrow, it may be helpful to take a look back at a few of the national employment and training developments that have shaped the 57-year history of this program.

In 1931, during the Great Depression, the federal unemployment rate in the United States reached 14 percent and remained there for several years (it would eventually climb to around 35 percent). Congress responded by enacting the Wagner-Peyser legislation of 1933, which created a national system of offices that functioned as a labor exchange, matching qualified workers with available jobs. This network of employment offices came to be known as the Job Service.

The initial challenge to Job Service during these early years was the shortage of jobs in relation to the number of people needing work. With U.S. involvement in World War II, jobs became plentiful and federal interest in programs for the unemployed diminished.

The next major event in the evolution of the Job Service took place in 1962 with the passage of the Manpower Development and Training Act (MDTA), which linked the Job Service to an array of training programs. These training programs focused on retraining adult workers displaced by technological and other economic changes. Therefore, the basic labor exchange function of the Job Service was de-emphasized during this period in favor of human resources development.

Shortly after MDTA, the Civil Rights Act of 1964 was passed by the Congress and promised assistance to those most in need of finding and retaining jobs. This called for the Job Service to begin focusing on the more pervasive problems of discrimination and poverty and their effects on employment. Also passed in 1964 was the Economic Opportunity Act, which created programs such as the Job Corps, the Neighborhood Youth Corps, and the Work Experience and Training Program. The laws passed during the early 1960s resulted in the creation of a wide spectrum of programs by the latter part of that decade and a problem gradually began to emerge — the duplication and non-coordination of services.

The debate over the duplication of services led to the next phase in the Job Service operating environment. In 1973, Congress enacted the Comprehensive Employment and Training Act (CETA). The CETA program was charged with coordinating and consolidating the nation's employment and training programs with a goal of eliminating the duplication of services. The CETA legislation effectively removed the Job Service from line responsibility for training programs, allowing it to return to its traditional role of a labor exchange. CETA would do the client training and Job Service would handle the job placement.

The next major benchmark in the national employment and training arena took place in 1982 with the passage of the Job Training Partnership Act (JTPA). This legislation, which is still in effect, continued the efforts started by CETA to streamline services and eliminate duplications. It also focused on balancing the authority between the public and private sectors in the design and implementation of employment and training programs.

Key Legislation Affecting Job Service

- Wagner-Peyser Act
- Manpower Development and Training Act
- Economic Opportunity Act
- Civil Rights Act of 1964
- Comprehensive Employment and Training Act
- Job Training Partnership Act

Another unique aspect of the JTPA legislation is the degree to which it allows the local public and private sector partners to decide how federal funds will be administered and programs managed at the local level. The legislation limits the authority of the U.S. Department of Labor to influence local programs, indicative of a major shift to the state level of functions previously performed at the federal level.

Increasing Complexity, Fewer Dollars

Over the years, with the passage of each piece of legislation has come an increased complexity to Job Service's role. For example, what started out as a basic labor exchange in the 1930s has transformed into a program responsible for areas such as: testing, counseling, training, disseminating labor market information, vocational evaluation, veterans services, apprenticeship, alien labor certification, food stamps, tax incentives, bonding,

Program's Image Suffers Due to Cuts, Policy Changes

When the general public thinks about Job Service, probably one of the first thoughts that comes to mind is a place to sign up for unemployment insurance benefits. While that is an appropriate thought — since Job Service offices in most states are co-located with the unemployment insurance claims section — it points out an "image problem," if you will, for a national program that recently has come under increasing scrutiny by public and private officials.

For starters, Job Service's original purpose and still its primary function was to act as a no-fee labor exchange between employer and employee. Over the last three decades, however, the Job Service has been given the responsibility of overseeing a wide range of employment and training programs and services (see "Shifting Gears ... ," p. 2), which has helped blur its primary mission.

Then in the early 1980s the Reagan Administration dramatically cut funding to Job Service — forcing the layoff of staff and closing of offices — prior to the largest workforce expansion in U.S. history. In Arizona, for example, because of the cuts staffing levels today are where they were in 1960, even though the state's labor force has more than quadrupled.

Also in the early '80s, the White House began implementing its philosophy of a "New Federalism," transferring the operational and oversight authority of many federal programs to states and local communities. One of the pivotal pieces of legislation effecting this change was the Job Training Partnership Act (JTPA), which demanded "a bigger role for local governments and private enterprise in determining and delivering employment and training services."[1]

But with JTPA came less federal input and control of funding. Whereas prior to JPTA states were required to meet certain performance criteria to maintain full funding, the new legislation dictated funding based solely on the relative size of a states labor force and unemployment rate.[2] The net effect on Job Service, according to recent Congressional testimony, has been a decline in overall service, widely fluctuating performance rates, poor operating and management practices, and few incentives to improve effectiveness.[3]

Adding all these factors together, it's not surprising Job Service is suffering from a case of "chronic image syndrome." And recently there has been an ongoing national discussion about the future role of Job Service, with suggestions ranging from a return to the old diet (focusing on labor exchange) to a complete facelift to forced retirement.

Some say the Job Service's job placement function should be diminished, focusing mainly on hard-to-serve clients, or people with barriers to employment (e.g., poor, handicapped). Cited is the declining number of placements through Job Service (7 percent of placements nationally today, compared to about 20 percent in 1962).[4] And while nearly all employers pay federal unemployment insurance tax (FUTA) to support Job Service, only one-quarter today list jobs with it, compared to 42 percent in 1957.[5]

Others contend that the nation's 1,700 Employment Service offices are being underutilized and have been allowed to

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handicapped services, farm labor programs, refugee assistance, housing inspections, management information systems, and economic development.

Paralleling this, another trend was developing which created a major obstacle to the success of these employment and training programs. In 1966, the national Job Service was frozen at 30,000 positions. Due to deep federal budget cuts in 1982, this figure was reduced to its current level of about 22,000 positions. Both the labor force and the number of employers have increased dramatically during this time period. The result has been the inability of Job Service to keep pace with the demand for services. For example, in 1960 Arizona had a Job Service staff of 240 people who were responsible for serving a labor force of 430,000. Today's labor force in Arizona numbers 1.7 million and the Job Service staffing level remains at 240.

In the absence of additional funding, this growing imbalance between the demands placed on the Job Service system and the expectations that these demands be met with static or diminishing resources dictates that the Job Service will eventually have to relinquish some of its activities. It will have to concentrate its services in those areas that best serve the needs of the nation, the affected state, and the local community.

A national debate is currently taking place among human service professionals on the subject of Job Service restructuring (see "Program's Image Suffers ... ," this page), and the dominant question is: What should be the role of the Job Service as we approach the new century? The most logical answer to this question will come only through an understanding of the current operating environment of the Job Service.

A major issue affecting the Job Service operating environment today involves technological, demographic, and other

workforce changes. Labor and skills shortages, for example, prompted John Hurley, Chase Manhattan Bank vice president, to say, "We have a workforce crisis in this country, because more than four out of 10 of the workers who are on the job today are not being trained to do the work that today's economy demands."

Other environmental factors are: technological advances which are outpacing the ability of the workforce to comprehend them, continuing shifts away from manufacturing to service jobs, movement away from an industrial age to an information age, and increasing international competition. These events could easily combine to move the country toward a weakened position as it approaches the 21st century.

The U.S. Department of Labor recently concluded that " ... these discernable trends are staggering in proportion and magnitude, leading to compelling conclusions about the transformation from the use of the term 'labor,' an industrial-era factor of production, to its replacement, 'human resource,' the strategic resource of the new era." In other words, as information and knowledge displace specialized mechanization and other technocratic ideals as the most valued national resource in the advanced economies, there is an emerging inclination to view human resources as the ultimate strategic force. This realization should substantially increase the visibility and importance of programs aimed at enhancing human potential.

Such a change in the way the term "labor" is perceived must be accompanied by a shift in the way the term "labor exchange" is viewed. The National Governor's Association recently commented that the traditional Job Service was designed to meet the needs of Depression-era America, when the nation had a large supply of unemployed, unskilled, and skilled workers. The system must now adapt to meet the demands of the 1990s and beyond — to meet the challenges presented by labor and skills shortages, and turbulent economic, demographic, and political conditions.

"Those states that do not position their Job Service programs within a human service agency find themselves having to reinvent the Job Service in order to find employment for their AFDC, food stamp, and other public assistance programs."

—Manuel F. Mejia, Assistant Director, DES Division of Employment and Rehabilitation Services

Job Service Redirects Focus

The Arizona Job Service is determined to contribute its share toward meeting this challenge. For example, a policy known as Job Service Redirect has resulted in resources being targeted toward those individuals who need to upgrade their skills in order to become productive members of the workforce. The Redirect policy grew out of a recognition during the mid-1980s of the demographic and technological changes that were moving the country toward a labor and skills shortage.

Also, the Arizona Job Service is heavily involved in administering programs under the new welfare reform legislation, known as the federal Family Support Act of 1988. One of these, the Job Opportunities and Basic Skills (JOBS) program (see *Arizona LMI Newsletter*, Janaury 1991), which seeks to put welfare recipients back into the workforce, involves a major departure from the traditional labor exchange function associated with Job Service. For instance, Job Service is responsible for the JOBS program's case management, which includes: developing written employability plans, referring individuals for social services and training, providing emotional support, serving as a client advocate, and tracking and verifying participation.

Many states are discovering the value of having the Job Service program as part of a larger human service agency, as is the case in Arizona. "Those states that do not position their Job Service programs within a human service agency find themselves having to reinvent the Job Service in order to find employment for their AFDC (Aid to Families with Dependent Children), food stamp, and other public assistance programs," says Manuel F. Mejia, Assistant Director, DES Division of Employment and Rehabilitation Services.

All of the hard-to-place clients do not necessarily need to upgrade their work skills, however. Some may need assistance in developing their job search skills, or in completely changing their career paths. The Wall Street Journal reported on November 27, 1990, that " ... white collar workers, including managers, are turning up at state employment offices in growing numbers in the search for assistance and elusive jobs."

Related to this development, 27 states have initiated some type of professional-level placement component to their Job Service programs, and in this state a group called the Arizona Professional Employment Network (AZPEN) began operating about 18 months ago (see *Arizona LMI Newsletter*, November 1990). The typical AZPEN client is receiving unemployment benefits and is experiencing barriers to re-employment, due not to skill deficiencies but to reasons such as age discrimination, over-qualification, and a salary history that is too high.

Complicating this situation is an operations issue unique to Arizona. A state law passed in mid-1980s prohibiting competition by government with the private sector

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flounder the past decade with reduced funding and less federal governmental control. "The Department of Labor seems to be throwing in the towel on employment services — funds have not kept up with the demand for services," says an aide to Rep. Matthew Martinez (D-Calif.), who recently held hearings on Job Service's effectiveness.

During the next few years, it's expected that some changes that will redefine the role of Job Service will be implemented. But a variety of factors — political, economic, and social — along with priorities of a new Secretary of Labor, Lynn Martin — are expected to influence the final outcome.

Public Input Sought On JS Role

Prior to leaving office last October, former Labor Secretary Elizabeth Dole announced a Workforce Quality Agenda — "to assure that the American workforce has the skills to meet the challenges of the 1990s and beyond" — which included an initiative to reform the Job Service.[6] As part of the initiative, the Labor Department (DOL) last September requested written comment from interested parties on how best to utilize the Job Service. In a Federal Register notice, DOL offered six possible scenarios for the future focus of the Job — including its current function as an open labor exchange — many of which would dramatically change its role.[7]

Table 1. Overall Response to Questions in Federal Register Notice Concerning Future Role of Job Service

	Yes	No	DK*
1. Should Job Service (JS) be a comprehensive labor market exchange soliciting job listings across a wide range of skills and wage levels?	80.8%	12.2%	7.0%
2. Would it be more efficient for JS to focus its services on unemployment insurance claimants, making their return to work its primary goal — thus reducing employer payroll taxes?	15.1%	74.8%	10.1%
3. Should JS continue to direct its services on disadvantaged individuals whose labor force participation is marginal or impaired by barriers to employment?	14.6%	74.2%	11.2%
4. Should JS drop its placement activity altogether and act as a diagnostic and referral agent to programs offering job training, remediation, and other services?	3.9%	78.2%	17.8%
5. Should JS make development and dissemination of labor market information its primary role and, as part of that activity, make job listings and applicant files directly available to job seekers and employers?	4.4%	76.0%	19.6%
6. Should JS charge employers for special screening and services above the basic access to the applicant pool?	4.3%	76.0%	19.6%

* DK = Don't Know

Source: U.S. Department of Labor, Employment and Training Administration, January 1991

DOL received about 1,900 responses from a cross-section of individuals and special interest groups involved with the labor market — employers, employees, state Job Service Committees (JSECs), and private employment agencies. Although respondents had a wide range of comments on the various proposals, a recent DOL report says overall opinion strongly supported (between 3-to-1 and 5-to-1, depending on the proposal) maintaining the status quo — keeping Job Service as a comprehensive labor exchange (Table 1).[8]

Because a majority of responses (56 percent) came from employers and employer groups who use Job Service, the direction of the comments "is not surprising," the report says. But across the board — from Fortune 500 companies to private citizens — support was strong for not changing Job Service's primary objective since the days of the New Deal.[9]

As a group, only private employment agencies (12 percent of responses) were against maintaining the status quo, the report says, with about 87 percent in favor of limiting Job Service's role to servicing unemployed and disadvantaged job seekers. Comments from private employment agencies ranged from making Job Service applicant rather than employer focused (to cut down on use of it for mass recruitment) to limiting the kinds of jobs listed by Job Service "so as not to compete with unsubsidized private ventures."[10]

How much influence the survey will have on the future role of the Job Service is still an unknown, says Christine Chudd, Arizona's federal representative from Region IX of DOL's Employment and Training Administration (ETA), which oversees Job Service. "I don't know if I

can tell you where it's going at this point — from administrative cleanup of Job Service rules and regulations, all the way to new legislation," Chudd says.

But at a Job Service policy retreat in December, three possible options for Job Service were discussed by ETA regional administrators. One option would be applicant focused, providing "a base level of services to all employers and job seekers ... and enhanced services to a priority population."[11] The main focus of this option would be to target disadvantaged individuals, primarily in urban areas, who "without some public help will not be able to secure a job."[12]

A second option discussed would be employer focused, providing services such as job restructuring, counseling, and an interstate job bank, and making Job Service "the implementation arm for work-based learning initiatives ... (and) the repository of quality workplace and workforce information."[13] The third option — and the least likely of three, says Chudd and others — would merge Job Service with JTPA and other services. This plan would require throwing out the current Wagner-Peyser (which created Job Service) and JTPA laws.

Of the three options discussed, the most likely to be adopted is the first one, says Rick Marcum, who oversees the state's Job Service operations as manager of Programs and Methods for the Department of Economic Security's Employment and Training Administration. Under a policy started a few years ago, called Arizona Redirect (see "Shifting Gears ... ," p. 2), Marcum says the state saw what was coming and began targeting disadvantaged workers.

But because Job Service has recently taken on additional responsibilities and funding has remained flat the last several years, this policy change has come with some cost in terms of placement rates (Table 2) — at least on the front end. "We're using a lot of staff resources on the hard to place, those clients are time consuming," Marcum says. However, on the back end, he says it should save the state money because individuals who would be the biggest burden to Arizona for essential services (welfare, health care) will have a better chance of becoming self-sufficient.

Table 2. Arizona, Region IX, and U.S. Job Service Applicants, Referrals, Placements, and Placement Rates for Planning Years 1987-89

	Applicants	Referrals	Placements*	Pct. Placed**
Planning Year 1987 (July 1, 1987–June 30, 1988)				
Arizona	297,894	119,252	38,102	12.8%
Region IX	1,614,384	750,075	346,026	21.4
U.S.	18,438,978	7,056,421	3,229,538	17.5
Planning Year 1988 (July 1, 1988–June 30, 1989)				
Arizona	302,335	125,358	37,224	12.3%
Region IX	1,622,732	777,790	341,961	21.1
U.S.	18,085,692	7,446,322	3,224,961	17.8
Planning Year 1989 (July 1, 1989–June 30, 1990)				
Arizona	330,435	137,501	41,543	12.6%
Region IX	1,598,763	744,919	321,829	20.1
U.S.	18,414,985	7,679,948	3,123,579	17.0

* Individuals Placed

** Percent Placed = Applicants/Placements

Source: U.S. Department of Labor, Employment and Training Administration

Meanwhile, as forces within DOL debate how to restructure Job Service, others, such as Rep. Martinez, are attempting to reverse the agency's devolution of power by broadening its role at the federal level with increased funding and government oversight power.

Last October, at a House Subcommittee on Employment Opportunities, Martinez heard testimony from a General Accounting Office (GAO) official who says Job Service performance varies widely across states and local offices due to lack of federal oversight and state and local practices.[14] The GAO, an investigative arm of Congress, is preparing a report on Job Service performance that will parallel the testimony before the House, says the GAO official who testified, Franklin Frazier.

GAO research found that some local Job Service offices placed more than one-third of their job seekers while other offices found jobs for less than 10 percent of the job seekers, Frazier testified. Stronger performers "tended to be concentrated in states that adopted program-management strategies that set measurable performance goals and provided performance incentives and included frequent on-site monitoring to evaluate local office performance," Frazier said.[15]

In addition, Frazier said, the GAO found that local offices that had increased attentiveness to employer and applicant needs, extensive interaction with the JTPA title II-A program,[16] and were separated from unemployment insurance offices had better placement rates. Concerning the last suggestion, Frazier said " ... people often think of Job Service as an 'unemployment'

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The Arizona Labor Force in February

Arizona's seasonally adjusted unemployment rate stood at 5.4 percent in February, a moderate drop from January's rate of 5.7 percent.

Fourteen of Arizona's 15 counties experienced lower seasonally adjusted unemployment rates in February. Cochise County was the only county to see its rate rise, up one-tenth of a percentage point to 7.5 percent. Yuma County continued to have the highest unemployment rate in the state at 19.1 percent.

The metropolitan counties still enjoyed the lowest unemployment rates in the state with Pima County at 3.8 percent, followed by Maricopa County at 4.6 percent. The lowest rate among the non-metropolitan counties was in Yavapai County with a rate of 4.8 percent.

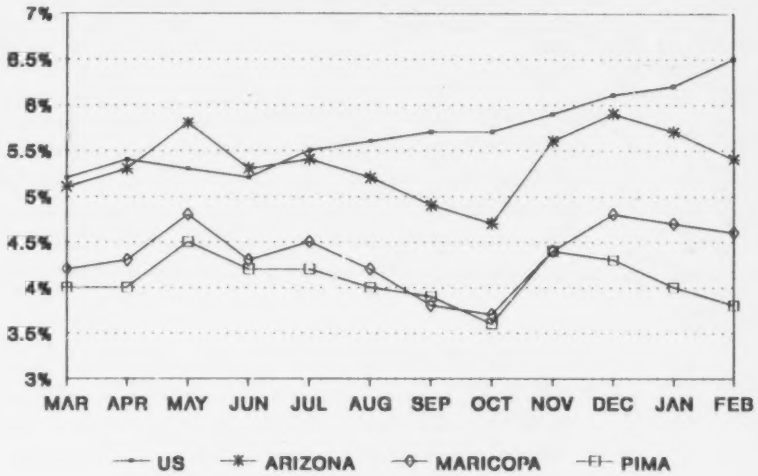
Non-farm payroll employment in Arizona was up 14,600 in February to 1,521,500, 3.0 percent above February 1990 levels. Nationally, non-farm payroll employment was down 0.3 percent from February 1990.

Looking at the state's industry breakdown for February, manufacturing, construction, and TCPU (transportation, communications, and public utilities) had employment declines while all other major industry groups had increases. Government and services led the way, gaining 11,300 and 4,800 jobs, respectively.

TCPU employment was down 200 in February with the transportation sector accounting for the decline, losing 500 positions. The communications and public utilities sectors partially offset the drop, gaining 300. Maricopa, Mohave, Navajo, and Pinal counties were responsible for all of TCPU's employment losses last month.

Manufacturing employment declined by 300 in February with the bulk of the losses coming in Pima (300) and Cochise (125) counties. Maricopa and Mohave were the only counties to experience manufacturing employment gains for the month, adding 300 and 25 jobs, respectively. On a subindustry basis, durable goods employment was down 600; non-durable goods employment was up 300.

Figure 1. U.S., Arizona, and Maricopa and Pima Counties Unemployment Rates, March 1990-February 1991



Source: U.S. Department of Labor, Bureau of Labor Statistics; and Arizona Department of Economic Security, Research Administration

Maricopa Pulls Construction Down

Construction employment, which normally shows little movement in February, was down 2,000. Maricopa County was responsible for the sharp drop with an over-the-month loss of 2,100. Maricopa County construction employment, at 49,900, was 6.9 percent below February 1990 levels. On the other hand, Pima County's construction has shown some strength, rising 2.1 percent over the same period.

Trade gained 600 jobs in February, an average increase for February. The employment gain was evenly split between wholesale and retail trade. Wholesale trade has grown 4.0 percent since February 1990 while retail trade has grown slightly faster at 4.3 percent.

FIRE employment increased 300 for the month, or 200 below the average gain for February. Most of the employment gains occurred in Maricopa County with Pima County holding steady. The non-metropolitan counties were unchanged for the month.

Services employment increased 4,800 in February, just below average seasonal levels with hotels and other lodging places rising 400, business services gaining 700, and health services increasing 900. The big winner in services was miscellaneous services, which increased 2,800.

And the seasonal return of school workers from winter break accounted for all but 100 of an 11,300 increase in government employment. The gain for government was average for February.

Overall, Arizona wage and salary employment in February showed seasonal changes in all but manufacturing and construction, which declined. Manufacturing losses were due mainly to a drop in durable goods employment, and construction was hurt by a large decline in Maricopa County.

—Dennis Doby
RA Economist

Arizona Labor Force and Employment

February 1991 (in Thousands)

	ARIZONA					MARICOPA COUNTY					PIMA COUNTY				
				Amount	Change				Amount	Change				Amount	Change
	Feb.* 1991	Jan. 1991	Feb. 1990	Jan. - Feb.	1990 - 1991	Feb. 1991	Jan. 1991	Feb. 1990	Jan. - Feb.	1990 - 1991	Feb.* 1991	Jan. 1991	Feb. 1990	Jan. - Feb.	1990 - 1991
TOTAL CIVILIAN LABOR FORCE**	1700.4	1728.6	1693.0	-28.2	+7.4	1057.8	1077.7	1053.4	-19.9	+4.4	310.6	314.9	307.9	-4.3	+2.7
Total Unemployment	87.8	91.1	82.2	-3.3	+5.6	46.6	48.2	41.7	-1.6	+4.9	11.4	12.1	12.0	-0.7	-0.6
Unemployment Rate	5.2%	5.3%	4.9%	—	—	4.4%	4.5%	4.0%	—	—	3.7%	3.8%	3.9%	—	—
Unemployment Rate (Sea. Adj.)***	5.4%	5.7%	5.0%	—	—	4.6%	4.7%	4.0%	—	—	3.8%	4.0%	3.9%	—	—
Total Employment	1612.6	1637.5	1610.8	-24.9	+1.8	1011.2	1029.5	1011.7	-18.3	-0.5	299.2	302.8	295.9	-3.6	+3.3

Note: Above Labor Force Statistics Should Not Be Used for Economic Assistance Programs.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1521.5	1506.9	1476.8	+14.6	+44.7	1002.5	997.6	973.8	+4.9	+28.7	259.4	255.5	254.0	+3.9	+5.4
Manufacturing	182.8	183.1	185.7	-0.3	-2.9	136.5	136.2	138.7	+0.3	-2.2	25.9	26.2	26.8	-0.3	-0.9
Durable Goods	136.7	137.3	139.8	-0.6	-3.1	103.7	103.8	105.7	-0.1	-2.0	20.2	20.4	21.0	-0.2	-0.8
Stone, Clay, and Glass	6.4	6.4	7.0	0.0	-0.6	3.7	3.6	4.0	+0.1	-0.3					
Primary and Fabricated Metals	14.0	14.2	14.7	-0.2	-0.7	9.6	9.7	9.9	-0.1	-0.3					
Primary Metals	6.2	6.2	6.7	0.0	-0.5										
Fabricated Metals	7.8	8.0	8.0	-0.2	-0.2										
Machinery	58.5	58.5	59.5	0.0	-1.0	48.4	48.4	49.6	0.0	-1.2					
Aircraft and Missiles	26.9	27.1	26.6	-0.2	+0.3										
Lumber and Wood Products (Excluding Furniture)	6.2	6.4	7.0	-0.2	-0.8										
Nondurable Goods	46.1	45.8	45.9	+0.3	+0.2	32.8	32.4	33.0	+0.4	-0.2	5.7	5.8	5.8	-0.1	-0.1
Food and Kindred Products	10.4	10.5	9.8	-0.1	+0.6	7.3	7.3	6.9	0.0	+0.4					
Printing and Publishing	17.0	17.2	16.9	-0.2	+0.1	12.0	12.1	12.0	-0.1	0.0					
Mining and Quarrying	12.7	12.6	12.1	+0.1	+0.6	0.7	0.7	0.8	0.0	-0.1	2.2	2.2	2.1	0.0	+0.1
Copper Mining	10.1	10.0	9.6	+0.1	+0.5										
Construction	76.5	78.5	79.9	-2.0	-3.4	49.9	52.0	53.6	-2.1	-3.7	14.4	14.4	14.1	0.0	+0.3
Trans., Communications, & Public Utilities	81.8	82.0	80.9	-0.2	+0.9	58.3	59.0	57.6	-0.7	+0.7	9.4	9.4	9.5	0.0	-0.1
Transportation	46.5	47.0	44.9	-0.5	+1.6	35.2	35.6	33.8	-0.4	+1.4	4.9	4.9	4.9	0.0	0.0
Communications and Public Utilities	35.3	35.0	36.0	+0.3	-0.7	23.1	23.4	23.8	-0.3	-0.7	4.5	4.5	4.6	0.0	-0.1
Trade	380.5	379.9	365.1	+0.6	+15.4	255.9	255.8	243.9	+0.1	+12.0	61.4	61.1	60.3	+0.3	+1.1
Wholesale Trade	77.8	77.5	74.8	+0.3	+3.0	62.0	61.9	59.5	0.1	+2.5	7.5	7.4	7.7	+0.1	-0.2
Retail Trade	302.7	302.4	290.3	+0.3	+12.4	193.9	193.9	184.4	0.0	+9.5	53.9	53.7	52.6	+0.2	+1.3
General Merchandise and Apparel	48.5	50.6	45.6	-2.1	+2.9	29.6	31.0	27.3	-1.4	+2.3	8.9	9.1	8.5	-0.2	+0.4
Food Stores	51.6	50.4	48.1	+1.2	+3.5	32.4	31.9	30.6	+0.5	+1.8	9.2	8.8	8.0	+0.4	+1.2
Automotive and Service Stations	34.2	34.3	34.3	-0.1	-0.1	21.3	21.2	21.2	+0.1	+0.1	5.5	5.5	5.7	0.0	-0.2
Eating and Drinking Places	108.6	106.7	104.2	+1.9	+4.4	70.9	69.7	66.8	+1.2	+4.1	19.5	19.2	19.6	+0.3	-0.1
Finance, Insurance, and Real Estate	95.3	95.0	93.3	+0.3	+2.0	76.1	75.8	74.3	+0.3	+1.8	11.6	11.6	11.6	0.0	0.0
Services and Miscellaneous	418.3	413.5	397.4	+4.8	+20.9	283.1	280.6	270.3	+2.5	+12.8	77.6	76.4	73.0	+1.2	+4.6
Hotels and Lodging Places	44.6	44.2	42.5	+0.4	+2.1	28.4	28.3	27.1	+0.1	+1.3	6.7	6.5	6.4	+0.2	+0.3
Business Services	79.7	79.0	76.4	+0.7	+3.3	63.4	63.2	62.1	+0.2	+1.3	11.6	11.2	9.9	+0.4	+1.7
Health Services	104.2	103.3	99.2	+0.9	+5.0	67.5	66.7	63.4	+0.8	+4.1	22.7	22.7	22.2	0.0	+0.5
Government	273.6	262.3	262.4	+11.3	+11.2	142.0	137.5	134.6	+4.5	+7.4	56.9	54.2	56.6	+2.7	+0.3
Federal	45.4	45.7	44.8	-0.3	+0.6										

* Preliminary

** Labor force, unemployment, and employment are reported by place of residence.

*** Normal seasonal variations have been eliminated to reflect underlying economic trends.

**** Business Services undergoes a series break between December 1987 and January 1988 as a result of the 1987 SIC realignment.

Note: Presented by the Arizona Department of Economic Security, Research Administration, in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Nonmetropolitan Counties
Labor Force and Employment
February 1991

	Apache	Cochise	Coco-nino	Gila	Graham	Green-lee	La Paz
CIVILIAN LABOR FORCE*	14,475	35,725	44,150	12,750	8,025	3,150	5,300
Total Unemployment	2,100	2,825	3,200	1,150	575	225	400
Rate	14.5%	7.9%	7.2%	9.0%	7.2%	7.1%	7.5%
Rate (Seas. Adj.)**	14.6%	7.5%	6.8%	8.1%	7.0%	7.2%	6.8%
Total Employment	12,375	32,900	40,950	11,600	7,450	2,925	4,900
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY	14,900	26,675	41,975	11,450	5,425	3,200	4,075
Manufacturing	475	1,225	3,325	1,400	225	25	275
Mining & Quarrying	50	100	125	1,300	0	1,875	75
Construction	375	850	1,450	625	150	150	275
T.C.P.U.	1,800	1,650	2,875	475	150	50	125
Trade	1,450	5,450	9,875	2,375	1,600	300	1,375
F.I.R.E.	475	650	825	300	125	25	125
Services & Misc.	4,925	5,050	10,500	2,300	875	175	900
Government	5,350	11,700	13,000	2,675	2,300	600	925

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
CIVILIAN LABOR FORCE*	38,125	28,100	37,775	11,600	40,625	52,200
Total Unemployment	2,750	3,200	2,925	1,200	2,225	6,925
Rate	7.2%	11.4%	7.7%	10.3%	5.5%	13.3%
Rate (Seas. Adj.)**	6.9%	11.0%	7.8%	11.3%	4.8%	19.1%
Total Employment	35,375	24,900	34,850	10,400	38,400	45,275
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY	27,700	21,975	31,425	11,500	29,025	30,075
Manufacturing	2,475	2,050	3,450	1,000	2,325	2,200
Mining & Quarrying	50	1,175	3,925	25	975	50
Construction	2,775	750	725	300	2,300	1,400
T.C.P.U.	1,325	1,525	1,075	775	1,100	1,150
Trade	8,300	4,025	5,775	5,450	7,800	9,425
F.I.R.E.	1,425	450	800	275	1,025	1,075
Services & Misc.	6,725	5,475	5,200	1,825	7,200	6,450
Government	4,625	6,525	10,475	1,850	6,300	8,325

* Adjusted to the Current Population Survey (CPS) to reflect place of residence.

** Seasonal adjustment not applicable for economic assistance programs.

T.C.P.U. = Transportation, Communications, and Public Utilities

F.I.R.E. = Finance, Insurance, and Real Estate

Prepared in conjunction with the U.S. Department of Labor, Bureau of Labor Statistics.

Estimated Hours and Earnings of Production Workers in Selected Industries Arizona

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Feb.* 1991	Jan.** 1991	Feb. 1990	Feb.* 1991	Jan.** 1991	Feb. 1990	Feb.* 1991	Jan.** 1991	Feb. 1990
Manufacturing	415.91	423.39	413.28	39.8	40.4	41.0	10.45	10.48	10.08
Aircraft & Missiles	641.00	657.39	637.46	45.3	46.1	45.5	14.15	14.26	14.01
Food & Kindred Prod.	356.46	355.68	332.09	39.0	38.0	39.3	9.14	9.36	8.45
Primary Metals	484.34	494.76	477.97	37.2	38.0	37.4	13.02	13.02	12.78
Machinery	383.73	401.39	375.94	38.8	39.9	38.4	9.89	10.06	9.79
Copper Mining	640.20	642.54	576.63	44.0	44.1	43.0	14.55	14.57	13.41
Construction	428.70	435.18	422.44	36.3	37.1	35.8	11.81	11.73	11.80
Utilities	739.58	772.47	726.77	43.2	44.6	44.1	17.12	17.32	16.48
Retail Trade**	253.18	250.04	257.21	30.8	31.1	32.6	8.22	8.04	7.89
Wholesale Trade	391.93	395.90	380.32	38.2	38.4	38.3	10.26	10.31	9.93

Estimated Hours and Earnings of Production Workers in Selected Industries Maricopa County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Feb.* 1991	Jan.** 1991	Feb. 1990	Feb.* 1991	Jan.** 1991	Feb. 1990	Feb.* 1991	Jan.** 1991	Feb. 1990
Manufacturing	430.94	446.07	435.72	40.2	40.7	41.3	10.72	10.96	10.55
Construction	459.05	462.38	442.73	37.2	37.9	36.2	12.34	12.20	12.23
Retail Trade**	262.08	258.71	267.26	31.5	31.9	33.2	8.32	8.11	8.05
Wholesale Trade	421.83	427.48	395.68	37.9	38.1	37.9	11.13	11.22	10.44

Estimated Hours and Earnings of Production Workers in Selected Industries Pima County

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVERAGE HOURLY EARNINGS		
	Feb.* 1991	Jan.** 1991	Feb. 1990	Feb.* 1991	Jan.** 1991	Feb. 1990	Feb.* 1991	Jan.** 1991	Feb. 1990
Manufacturing	385.00	385.54	346.39	38.5	38.4	36.5	10.00	10.04	9.49
Construction	375.52	379.48	367.84	33.8	35.3	34.8	11.11	10.75	10.57
Utilities	619.24	627.74	593.54	41.2	41.6	39.1	15.03	15.09	15.18

* Preliminary.
** Revised
*** Excludes eating and drinking places.

Note: These estimates are based on a sample of full- and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

Arizona Labor Force and Employment for Economic Assistance Programs February 1991

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,700,435	1,612,632	87,803	5.2%
Apache	14,475	12,373	2,102	14.5
Cochise	35,723	32,891	2,832	7.9
Coconino	44,139	40,943	3,196	7.2
Gila	12,740	11,591	1,149	9.0
Graham	8,023	7,450	573	7.1
Greenlee	3,172	2,936	236	7.4
La Paz	5,299	4,901	398	7.5
Maricopa	1,057,807	1,011,177	46,630	4.4
Mohave	38,120	35,363	2,757	7.2
Navajo	28,114	24,904	3,210	11.4
Pima	310,622	299,194	11,428	3.7
Pinal	37,779	34,849	2,930	7.8
Santa Cruz	11,609	10,397	1,212	10.4
Yavapai	40,618	38,393	2,225	5.5
Yuma	52,196	45,271	6,925	13.3

These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators.

NOTE: Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

Job Service

(Continued from page 4)

is often cited by some private employment agencies when they believe Job Service is infringing on their territory, particularly when it involves professional-level employment.

While the Arizona Job Service fully supports applicant-oriented programs such as JOBS, AZPEN, and others, it is also committed to meeting the immediate needs of the business community, whose unemployment taxes pay for the Job Service. The Job Service can meet these needs by targeting the job-ready clients on file, such as UI claimants, and working toward the long-range goal of developing an automated system.

An automated system, operating in various forms in a number of states, would allow direct employer and applicant access to the Job Service system. It would allow the job-ready applicant and employer to be effectively served with minimal use of Job Service resources and staff time and give more time to the hard-to-place applicant. In this manner, the Job Service will be able to maintain the delicate balance between addressing the long-term workforce needs of the state and the nation while meeting the immediate needs of local employers and job-ready applicants.

Also, in the near future there is a chance that federal legislation will be enacted to amend the Wagner-Peyser Act of 1933, resulting in a modification of the Job Service role. Whatever happens, the Arizona Job Service believes itself to be ready to adapt to any future demands placed on it.

Finally, the Job Service does not consider itself to be merely a gathering point for the unemployed — it is part of a unique human resource program. It is highly interdependent with a variety of other groups, such as community-based organizations, JTPA and other DES administered programs, and educational institutions. This coalition is seeking to alleviate the phenomenon of a growing underclass while moving the economy toward full employment. The underlying premise to this commitment is the firm belief that people are a valuable national resource and should be treated as such.

—Rick Marcum
Manager, Programs and Methods,
DES Employment and
Training Administration

Minimum Wage Increases to $4.25 an Hour; State Bill Seeks to Lower Sales Exemption

Following are summaries of news stories compiled from a variety of sources relating to labor issues affecting the nation and Arizona.

This month, employers need to be mindful of more than their impending tax bill as the second half of the minimum-wage increase, passed in November 1990, kicks into gear.

On April 1, the minimum wage automatically increases 45 cents to $4.25 an hour for about 4 million American workers, including an estimated 60,000 Arizonans. (Another 40,000 Arizonans who work full-time at minimum wage and others could be indirectly impacted by the increase.) In addition, a subminimum wage created as part of the amendment to the Fair Labor Standards Act will also rise, from $3.23 to $3.61 an hour.

The subminimum-wage provision allows employers to pay 16 to 19 year olds 85 percent of the prevailing minimum wage for the first three months on the job and for an additional three months if they are receiving formal training. In order to qualify for the second 3-month period, employers must certify to the U.S. Department of Labor (DOL) they are providing skills training.

Workers who receive tips, such as restaurant employees, also will be affected by the April 1 increase. These workers must now receive at least 50 percent of the minimum hourly wage ($2.12), compared to 55 percent of the previous minimum wage ($2.09).

Certain workers are not covered under the federal minimum-wage legislation, including some farm workers, casual baby sitters, newspaper delivery workers, amusement park employees, and live-in domestic help. In addition, businesses established since April 1, 1990, with gross sales under $500,000 are exempt from the federal legislation — unless they are engaged in interstate commerce — as are retail companies in existence before then with gross sales of less than $362,500 and non-retail businesses with gross sales of less than $250,000.

However, a bill currently before the Arizona Legislature that would create a state minimum wage law, would lower the gross sales exemption for Arizona businesses to $100,000. The proposed bill (SB 1064) would generally follow other provisions of the federal law including the $4.25 an hour minimum wage rate.

As of late March, SB 1064 had been approved on a 5-4 vote by the Senate Commerce and Labor Committee and was expected to be voted on by the full Senate sometime in April. But while the bill has a good chance of passage in the Democratic-controlled Senate, it's likely to face a tough fight in the Republican-controlled House of Representatives, says a Legislative staff member.

For more information on the federal minimum-wage law, contact DOL's Wage and Hour Division at (602) 640-2990.

Careerfest '91 Offers Smorgasbord of Job Information

On May 3, thousands of 6th, 7th, and 8th graders will flow through Phoenix Civic Plaza to soak up information on careers of the future. Students will come from more than 80 Arizona schools to view videos, hear speakers, and witness hands-on job skills demonstrations by high-achieving vocational students and their industry partners.

Careerfest '91 is a new experience for Arizona students. It's targeted to students of middle-school years rather than to graduating high school seniors, the focus of more traditional career fairs. Its purpose is to give younger students early exposure to a wide range of occupations and careers.
Broadened horizons, better preparation through high school, and more satisfying occupational choices are the intended result. After partaking in the Civic Plaza events, students will end their day at the new Arizona Center where a local restaurant will provide pizza and soft drinks for all participants.

Managing an event of this magnitude is no small feat. Making available this unique opportunity to Arizona students are: the Arizona Department of Education's Vocational Education Division; elementary, junior high, and middle schools; and volunteer business and industry participants. The Vocational Education Division's Dr. Tina Ammon is principle coordinator of the project and would like Careerfest '91 to be only the first of many such annual events.

While most of the participating schools are from Maricopa and Pima counties, some rural county schools will be represented. But due to space limitations a number of rural schools were placed on waiting lists for this year's event. Plans are in the works, however, to expand Careerfest to two days next year to accommodate more rural students.

NEWS IN BRIEF

ASOICC to Give In-Service LMI Training

The Arizona State Occupational Information Coordinating Committee (ASOICC) has scheduled an ICDM Workshop for May 30-31 in Tucson at the Inn At The Airport.

Not to be confused with one of the country's more powerful weapon systems, ICDM stands for Improved Career Decision Making. The ICDM workshop provides in-service training on labor market information (LMI) and is aimed at education and agency counselors and teachers who have counseling duties.

A registration fee of $25 per person covers: shared hotel accommodations for May 30, complimentary breakfast May 31, lunch May 30 and 31, and all workshop materials. For those not requiring lodging, the registration fee will be returned during the sign-in period May 30.

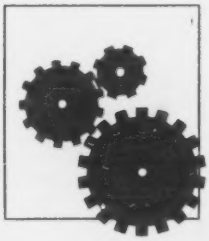
Instructional materials developed by the National Occupational Information Coordinating Committee (NOICC) in partnership with such organizations as the American Association of Counseling and Development (AACD) and the Interstate Conference of

(Continued on page 15)

Second Auto Electronics Plant Planned for Navajo Reservation, Opening in Late '91

"New Developments" is featured each month as a service to our readers. This section is a compilation of public announcements and articles from newspapers and periodicals about events significant to Arizona labor markets. Due to space limitations, however, an exhaustive list of business news is not possible. In addition, the Arizona LMI Newsletter is not responsible for incorrect information reported by these sources.

MANUFACTURING — **Dineh Cooperatives Inc.** plans to open its **second electronics plant on the Navajo Indian Reservation** later this year. Like the first plant, it will manufacture dashboard equipment for General Motors cars. The plant, which will initially employ 120 people but eventually could hire as many as 300 workers, will be located in Sanders, about 50 miles southeast of Window Rock. Dineh Cooperatives operates a similar facility in Leupp, about 40 miles northeast of Flagstaff, which employs about 300 people.



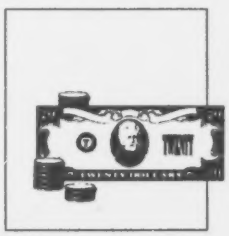
The **acquisition** of bottling and distribution rights of **Seven-Up-brand products in Arizona** by Tucson-based Kalil Bottling Co. has resulted in the **loss of about 140 jobs**. With the purchase, Seven-Up Bottling Co. of Phoenix closed, as did its distribution centers in Tucson and Parker. Some of the former Seven-Up employees are expected to be hired by Kalil.

SERVICES — **St. Joseph's Hospital and Medical Center** in Phoenix will **reduce its staff almost 10 percent** by the middle of June as part of a restructuring plan. The elimination of about 300 of the hospital's 3,300 full-time-equivalent positions will not affect direct bedside-care occupations (e.g., nurses, physical therapists, pharmacists). St. Joseph's, 350 W. Thomas Road, is the Valley's second-largest hospital. Meanwhile, the **economic outlook is brighter at Phoenix General Hospital & Medical Center**. After sustaining about $25 million in losses in 1988 and 1989, the 110-bed hospital at 27th Avenue and Beardsley Road expects a profit for 1990. In addition, the **number of physicians** at Phoenix General has **increased 250** the past 12 months to 350, partly to help with a 12 new managed-care plans the hospital has picked up. The number of full-time employees, however, has decreased 20 percent in that time.

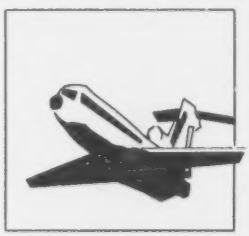
Gone fishing. Two eastern Arizona communities — **Snowflake-Taylor and Pinetop-Lakeside** — are reel to reel trying to land the "big one," a **$7.7 million salmon fish farm** that would create between 50 and 70 permanent jobs. Snowflake-Taylor was the first choice of fish farm developer Butler Research and Development of St. Paul, Minn., but Pinetop-Lakeside has funded a partial study to show its area's viability and is looking for resources to fund a complete study. May the best angler win.

NEW DEVELOPMENTS

FINANCE, INSURANCE AND REAL ESTATE — **BankAmerica Corp.** of San Francisco has agreed to **buy the MeraBank Center** near the Phoenix Sky Harbor International Airport and lease the land the building is on in exchange for nearly $1.7 million in economic incentives and electricity discounts. The purchase of the four-building, 400,000-square foot center from the Resolution Trust Corp. has increased the likelihood BankAmerica will consolidate and move its credit-card and data processing operations to Phoenix. In the lease agreement with the city of Phoenix, BankAmerica **agreed to create at least 800 jobs by 1996**, but the financial holding company says it will likely create 1,200 jobs. Meanwhile, Bank of America Arizona will close a majority of the Pima Savings & Loan branches it acquired in February when it took over the failed thrift (see *Arizona LMI Newsletter*, March 1991) because the locations overlap territory of two other failed thrifts the bank acquired last year, MeraBank and Western Savings and Loan. Most of the former Pima Savings branches that will remain open will be in southern Arizona.



TRANSPORTATION, COMMUNICATIONS, and PUBLIC UTILITIES — An estimated **300 jobs are expected to be created** by the end of 1991 with America West Airlines' takeover of the administrative functions of its **frequent-flier program, FlightFund**. The transfer of administrative functions, which have been handled by Long Beach, Calif.-based MPI, was supposed to begin in mid-March. Most of the initial 140 workers who will staff FlightFund will come from workers in America West's reservations center in Tempe, which should then open up reservations center positions.



DynAir Tech Inc. of Arizona, which provides maintenance of commercial aircraft, is **hiring an additional 50 to 60 aircraft technicians** and may take on an additional 100 to 150 technicians in the near future. DynAir recently started construction of a $2 million, 56,000-square-foot hanger at its operations at Phoenix Sky Harbor International Airport. A recent contract from Boeing Corp. and additional business from the Air Force and commercial airlines has fueled DynAir's expansion plans.

Image

(Continued from page 6)

office that provides compensation to laid off workers. As a result ... some people do not think of Job Service as a place to find a job ... (and) during periods of rising unemployment ... Job Service staff may be reassigned to process benefit claims ... ."[17]

Finally, Frazier said part of the problem of spotty performance is due to DOL finding it difficult to balance its oversight needs against its concern to limit federal intrusion into state affairs. To correct the problem, DOL "should increase its leadership role by working proactively with the states to obtain and analyze additional information on Employment Service performance ... , increasing technical assistance, and more actively sharing information on effective state and local practices," he said.[18]

Chudd says that the GAO testimony "is being considered at higher levels at DOL," but in the meantime Region IX "is taking a more visible role. We've made it known we want to participate in more meetings and operations."

Ultimately, though, funding for Job Service — which is expected to be cut 7 percent ($55 million) for Federa! Fiscal Year (FFY) 1992 from FFY's 1991 budget of $800 million — will determine Job Service's future role and rate of success, Martinez' aide says. "People want to have an integrated system that acts as a one-stop shopping center," the aide says. "If Job Service is going to have this responsibility, then it must be in position (with funding) to do this function."

—Brent Fine
Arizona LMI Newsletter Editor

Notes:

1. "The Re-Direction Of The Arizona Job Service — A Proposition For Change," presented by the Management Team of the Department of Economic Security, Employment and Training Administration, Manuel D. Martinez, Administrator, May 1985, p. 2.
2. Ibid.
3. "Employment Service: Leadership Needed to Improve Performance," statement of Franklin Frazier, Director, Education and Employment Issues, Human Resources Division, General Accounting Office, presented before Subcommittee on Employment Opportunities, Committee on Education and Labor, U.S. House of Representatives, Oct. 16, 1990, pp 2-9.
4. "Employment Service Reform Initiative," *Federal Register*, Sept. 19, 1990. Vol. 55, No. 182, p. 38636.
5. Ibid.
6. Ibid.
7. Ibid.
8. "Report on Response to Secretary Dole's ES Initiative," U.S. Department of Labor, Employment and Training Administration, Jan. 23, 1991 (unpublished).
9. Ibid.
10. Ibid.
11. Job Service Policy Retreat, U.S. Department of Labor, Employment and Training Administration, December 1990 (unpublished report).
12. Ibid.
13. Ibid.
14. "Employment Service: Leadership Needed to Improve Performance," statement of Franklin Frazier, Director, Education and Employment Issues, Human Resources Division, General Accounting Office, presented before Subcommittee on Employment Opportunities, Committee on Education and Labor, U.S. House of Representatives, Oct. 16, 1990, pp 2-9.
15. JTPA Title II-A, the largest single program under JPTA, provides job training and employment assistance primarily to disadvantaged adults and youth.
16. "Employment Service: Leadership Needed to Improve Performance," ... pp. 2-9.
17. Ibid.
18. Ibid.

News in Brief

(Continued from page 13)

Employment Security Agencies (ICESA) will be used. Professional credit from the National Board of Certified Counselors (NBCC) is available for those who request it.

The basic workshop text developed by NOICC is titled, "Using Labor Market Information in Career Exploration and Decision Making: A Resource Guide." The text links career-development theory, labor market concepts, occupational information resources, career counseling practices, and professional development plans. Instructional facilitators have been trained directly by NOICC.

The workshop will be the first ICDM training session in Arizona in more than two years, says Stan Butterworth, executive director, Arizona State Occupational Information Coordinating Committee (ASOICC). Member agencies of ASOICC include the state's Department of Education, Department of Economic Security, and Department of Commerce.

Interested counselors may contact the Center for Education Development, 620 N. 7th Avenue, Tucson, Arizona 85705; telephone (602) 791-3791. Registration deadline is May 17.

ARIZONA LMI NEWSLETTER
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Arizona Labor Market Newsletter
LABOR MARKET INFORMATION PUBLICATIONS
Site Code 733A
P.O. Box 6123
Phoenix, Arizona 85005

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